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ABSTRACT

The Utah Professional Practices Advisory Commission is charged with promoting and maintaining a high degree of professional ethics and practices in education. A majority of its members are classroom teachers. The commission has the responsibility of establishing procedures for acting on alleged violations of standards of ethical conduct and serves as an advisory body for the Utah State Board of Education on professional practices criteria. It is empowered to conduct hearings, issue warnings or reprimands, and recommend revocation or suspension of certificates. It also has the power to administer oaths and request presentation of documents. It is self-governing and has the duty of making recommendations for the improvement of the education profession. This annual report contains: (1) a summary of minutes of commission meetings between July 1981 and June 1982; (2) a resume of cases investigated and hearings conducted with a statement of the issue involved and disposition of each case; (3) a tabular summary of actions taken in 80 cases by the commission between 1973 and 1982; (4) an outline of goals and accomplishments of the commission during 1981-82; and (5) a description of the peer review system developed by the commission, including a list of peer reviewers currently certified and available for assignments. (JD)

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UTAH PROFESSIONAL PRACTICES
ADVISORY COMMISSION

ANNUAL REPORT

For the Year Ending
June 30, 1982

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Utah State Office of Education

SP 021 266

UTAH PROFESSIONAL PRACTICES ADVISORY COMMISSION

1981 - 1982

Chairman: E. Milton Kendrick, Principal, Mound Fort Middle School,
Ogden School District

Vice
Chairman: Donna Barton, Teacher, Altamont High School,
Duchesne School District

Members: Gerald Bates, Teacher, Blanding Elementary School,
San Juan School District
Lincoln J. Card, Principal, Edgemont School,
Provo School District
Gary L. Carlston, Curriculum Director,
Logan School District
Florence Chandler, Teacher, Meadow Moore School,
Granite School District
Almon J. Flake, Principal, Viewmont High School,
Davis School District
Jean A. Moore, Teacher, Enoch School,
Iron School District
Walter H. Prothero, Teacher, Riverview Junior High School,
Murray School District
Rela Wardle, Counselor, West High School,
Salt Lake City School District
Jean Wollam, Teacher, Brighton High School, Jordan School
District

Executive Secretary: Vere A. McHenry, Coordinator, Staff Development,
Utah State Office of Education

COMMISSION MEMBERS



Front Row (left to right)

Jean Wollam, Florence Chandler, Donna Barton, Jean Moore,
Rela Wardle

Back Row (left to right)

Lincoln Card, Gerald Bates, Walt Prothero, Milt Kendrick,
Al Flake, Gary Carlston, Vere McHenry (Executive Secretary),
Priscilla Valdez (Secretary)

ABOUT THE COMMISSION

The Utah Professional Practices Advisory Commission (UPPAC) was created in 1973 by an act of the State Legislature. Its basic structure and function are covered by law. The initial bill (HB89) received support from the Utah Education Association and the Utah Congress of Parents and Teachers (PTA) as well as from the Utah State Board and Office of Education. In its initial implementation and subsequent development, the Commission did extensive research and studied the experience of similar commissions in other states.

The Utah Professional Practices Advisory Commission is charged with promoting and maintaining the high degree of professional ethics and practices required in the education profession. As its name implies, the Commission is advisory to the State Board of Education. Members are appointed by the State Superintendent after submitting petitions of nomination with 50 signatures. A majority of its eleven members must be classroom teachers.

Powers and Duties

Section 53-50-12, Utah Code Annotated, outlines the powers and duties of the Commission as follows:

1. Advise the State Board on criteria of professional practices.
2. Establish procedures for receiving and acting on alleged violations of standards of ethical conduct.
3. Conduct hearings and make recommendations to the State Board.
4. Issue warnings or reprimands or recommend revocation or suspension of certificates.
5. Administer oaths and request presentation of documents.
6. Adopt rules and regulations for its own government.
7. Make recommendations for the improvement of the education profession.

Standards

After considerable research, the Commission has established the Standards of Professional Competence for Utah Educators and Standards of Ethical Conduct for Utah Educators. These were adopted by the State Board of Education in 1976. The Standards were revised through public hearings and reconfirmed by the State Board in 1979. They define the criteria of excellence which the Utah Education Profession has set for itself. These are available for review by all Utah educators.

Hearings

The Commission has established hearing procedures through which these Standards can be enforced. Formal complaints charging any educator with violation of the professional standards are brought to the Commission for a hearing. Complaints may be filed by any adult party at interest against any educator. Copies of complaint and hearing procedures are available upon request.

Improving Educational Quality

The Commission is charged with making recommendations to the State Board for the improvement of the profession.

Information About The Commission

The Commission solicits your comments and questions regarding professional standards and/or work of the Commission. Direct your correspondence to:

Dr. Vere A. McHenry
Executive Secretary
Utah Professional Practices Advisory Commission
250 East 500 South
Salt Lake City, Utah 84111

Copies of the following slide/sound presentations are available upon request at the above address. Copies are also available from the media centers of Utah teacher training institutions.

UPPAC (Utah Professional Practices Advisory Commission)

An eight-minute art presentation on the creation and function of the UPPAC discusses Commission organization, duties, and responsibility to investigate complaints made against Utah educators who violate standards of professional competence and/or ethical conduct. Shows how complaints are initiated and investigated. Also shows how peer review can help an educator.

Peer Review

An eight-minute presentation explaining how a peer review can help an educator and explaining how a peer review can be initiated.

REPORT OF CHAIRMAN

It has been a rewarding experience to serve as the chairman of the Utah Professional Practices Advisory Commission for the past year. Each of you should be proud of the members of the Commission who serve so well. They are an eminent group of educators. This past year, the Commission had the following new members; Gerald Bates, a teacher in Blanding; Lincoln Card, a principal in Provo; Gary Carlston, an administrator in Logan; Florence Chandler, a teacher in Granite; and Jean Moore, a teacher from Cedar City.

In September, a Peer Review Workshop was held at Utah State University with Dr. Stefanie Gall from Florida. This was highly successful.

A similar workshop will be held in Cedar City for educators in the southern part of the state.

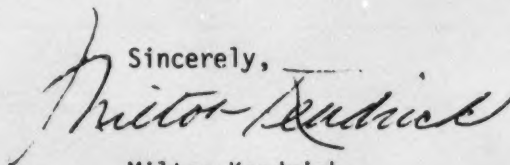
There were more peer reviews conducted last year than any other time, indicating that teachers and district staffs are using this process as a viable approach to assist the professional educators of Utah.

The Commission has the opportunity to have Dr. Vere McHenry as our Executive Secretary. He continues to do an outstanding job and effectively directs the operation at the State Office.

We continue to work on legislation to insure the funding of the Commission to meet the needs of the profession.

The Commission pledges its continued support to maintain the integrity of our profession and to assist in upholding the standards of professional conduct among all educators. The educators in Utah are the finest.

Sincerely,

A handwritten signature in cursive script, reading "Milton Kendrick". The signature is written in dark ink and is positioned above the printed name and title.

Milton Kendrick
Chairman

SUMMARY OF COMMISSION MEETINGS

July 13-15, 1981 Logan, Utah 11 members present

The annual summer workshop of the UPPAC was held at the Lamplighter Motel in Logan, Utah. In addition to the duly appointed members of the Commission, those whose terms had expired were invited to share their impressions about the Commission and recommendations for the future. Leon West and Larry Blanche reviewed with the group the history of the Commission, how it came into existence and some of its accomplishments. The goals for 1980-81 were reviewed and evaluated. The Standards of Professional Competence and Standards of Ethical Behavior for Utah Educators were reviewed and updated. Some changes were made in the Rules of Operation and Procedure based on the experience of the past year. The Commission was reorganized and the following were elected to leadership positions: Milt Kendrick, Chairman; Donna Barton, Vice Chairman; and Rela Wardle as a member at large of the Authorizing Committee. A bimonthly meeting schedule was adopted for 1981-82

September 24, 1981 Logan, Utah 11 members present

The Commission met for a regular meeting in connection with the peer review training workshop at Utah State University. The Goals Committee chaired by Rela Wardle recommended and the Commission adopted goals for 1981-82. Four cases were considered by the Commission. Chairman Kendrick reported on a presentation made by the officers of the Commission to the State Board of Education on September 18. The Commission presentation scheduled for the UEA Convention on October 8 was reviewed. Proposed legislation to increase the certification fee to support the activities of the Commission was discussed.

November 12, 1982 Salt Lake City, Utah 10 members present

Four cases were reviewed. Mr. Prothero reported on the Commission presentation at the UEA Conference in October. Not many people attended. Dr. McHenry reported on Representative Rob Bishop's efforts to promote the bill to increase funding for support of the Commission. Dr. McHenry also reported that a peer review had been completed on an elementary school teacher in the Logan School District.

January 14, 1982 Salt Lake City, Utah 9 members present

Increased peer review activities throughout the state was discussed. Superintendent Garner of the Ogden School District has requested the cooperation of the Commission in an Evaluation Workshop for his

principals and administrative staff to be held at Southern Utah State College in August. It was decided that the Commission would attempt to receive funding to conduct a peer review training workshop in conjunction with the Ogden District activity. Three cases were considered by the Commission and Dr. McHenry reported on one case that was pending. A peer review was conducted in Tooele and requests have come from San Juan for two reviews. It was reported that House Bill 36 which proposes to increase financial support for the Commission was not considered by the State Legislature. The bill was declared non-budgetary and failed to receive the two-thirds majority necessary to be considered in the budget session.

March 11, 1982

Salt Lake City, Utah

11 member present

Jean Wollam reported on activities on the Public Relations Committee which she chairs. The Committee recommended several activities to enhance understanding of the Commission and its activities. Jean Moore is chairing a committee which is preparing materials to be used in peer review training workshops. The summer workshop and peer review training to be held in Cedar City in August was planned. A third peer review was conducted in San Juan and reviews have been requested from Jordan, Tintic, and Kane School Districts. These reviews were all scheduled. Six cases were reviewed by the Commission.

May 13, 1982

Salt Lake City, Utah

9 members present

Seven cases were reviewed and three hearing reports were presented. It was reported that the request for the peer review in Jordan District had been withdrawn because of an accident involving the teacher who was to have been reviewed. Tintic School District also withdrew their request for a peer review because they were reducing staff in the district and the position was one that they were eliminating. Reviews were completed in Duchesne and Kane School Districts. The summer workshop for the Commission was planned in more detail. Renate Muelleck, who had served as secretary for the Commission for eight years, resigned to accept other employment. A letter of appreciation was sent to Renate.

June 28, 1982

Utah State Office of
Education

8 members present

This meeting was used primarily for the purpose of receiving the reports of Hearing Committee and making final disposition of six cases. Final plans for the summer workshop were discussed.

CASES INVESTIGATED AND/OR HEARINGS CONDUCTED: 1981-82

<u>Case #</u>	<u>Issue</u>	<u>Disposition</u>
82-69	Teacher charged with forcible sexual abuse which resulted in voluntary suspension of teaching credential.	Certificate reinstated with probationary condition.
82-70	Teacher charged with breach of contract.	Professional reprimand issued.
82-71	Teacher charged with breach of contract.	Professional reprimand issued.
82-72	Teacher, whose Idaho certificate was revoked for sexual misconduct involving a minor child, holds an expired Utah credential.	Refusal to reissue Utah certificate which has expired.
82-73	Teacher convicted of forcible sexual abuse.	Refused to reissue certificate which has expired.
82-74	Teacher charged with unprofessional conduct with elementary school students.	Professional reprimand issued.
82-75	Teacher, whose California certificate was revoked for sexual misconduct involving a minor, who holds a Utah certificate valid until 1985.	Action pending.
82-76	Teacher, whose Nevada certificate was revoked for breach of contract, holds a Utah certificate valid until 1989.	Professional reprimand issued.
82-77	Rehearing for a teacher who voluntarily surrendered his Utah certificate in 1965 and allowed it to expire because of alleged homosexual behavior.	Certificate reinstated after hearing.
82-78	Teacher, who was charged in another state with criminal sexual misconduct, seeking Utah certification.	Certificate issued after hearing.
82-79	Teacher charged with breach of contract.	Professional reprimand issued.
82-80	District administrator charged with falsifying information relative to the certification of a teacher.	Professional reprimand issued.

GOALS AND ACCOMPLISHMENTS OF THE
UTAH PROFESSIONAL PRACTICES ADVISORY COMMISSION 1981-82

1. Continue efforts to establish a funding base for the Commission.

Legislation designed to permit the State Board of Education to increase certification fees was again introduced in the 1982 Budget Session of the Utah Legislature. The Commission is entirely dependent on certification fees for support of its activities. At the present time, there is a statutory limit of \$5.00 that maybe levied as a fee for initial certification in the state and for recertification for those who must submit credit in order to have their teaching credentials reissued. The proposed bill would have given the State Board of Education the authority to set the fee in accordance with the amount of revenue needed to support the anticipated activities of the Commission. The bill was declared to be non-budgetary, however, and it failed to receive the necessary two-thirds support to be considered in the budget session. Plans have been made to reintroduce the measure in the 1983 general session.

2. Continue to meet with education-related groups to discuss the Commission's function and duties and to receive input from these groups.

Legislators and other groups were contacted in connection with the funding bill, but the Commission needs to meet with the PTA and the Schools Board Association Officers. Meetings will be scheduled with these groups.

3. Continue to promote the use of peer review as a vehicle to improve the profession.

a. Develop a peer review packet for use in teacher education training courses at the college level.

Jean Moore was appointed chair of a committee to develop a packet for use in teacher education programs. The work of this committee is continuing.

b. Conduct a peer review workshop.

A peer review workshop was held last September at Utah State University, and another has been scheduled in August, 1982, at Southern Utah State College. A pilot project, utilizing trained peer reviewers was carried out in the North Summit School District during the 1981-82 school year in connection with the Utah Teaching Skills Project.

- c. Develop a model workshop in mini-course format to take to districts interested in peer review and/or evaluative techniques.

This task is continuing in conjunction with 3-a. above.

4. Continue to receive complaints and conduct hearings:

The Commission continued to receive complaints and conduct hearings relative to professional practices. Twelve new cases were considered by the Commission and action taken on all except one which is still pending.

5. Continue to improve skills of Commission members.

All members have chaired at least one hearing, and new Commission members received peer review training at the workshop in September, except for one who will go through the training in August.

6. Report the progress of the Commission to the State Board of Education.

Chairman Milt Kendrick and Vice Chairman Donna Barton, assisted by Vere McHenry, reported to the State Board of Education in September, 1981. The two filmstrips produced by the Commission were shown to the Board.

7. In the January, 1982, meeting and the Summer Workshop meeting, evaluate these goals and review the progress which has been made.

A preliminary review of the goals and accomplishments took place in the January meeting and a final evaluation of progress made will be accomplished in the August workshop.

**SUMMARY OF CASES CONSIDERED
AND ACTION TAKEN BY UPPAC**

1973-82

Nature of Complaint	ACTION TAKEN									TOTAL
	Withdrawn	Dismissed	Warning	Reprimand	Issue/Reinstate	Suspension	Revocation	Refusal to Issue/Reissue	Pending	
Sexual Misconduct	1	2	2	2	4	7	5	9	1	33
Breach of Contract	6	5	2	5	-	-	-	1	-	19
Unprofessional Conduct	1	4	1	3	-	-	-	-	-	9
Misapplication of Funds	-	3	1	1	-	-	-	-	-	5
Forgery/Falsifying Records	-	-	-	1	-	1	-	2	-	4
Tax Fraud/ Conspiracy	-	-	-	1	-	-	-	1	-	2
Felony Conviction	-	-	-	-	2	-	-	-	-	2
Incompetence	-	-	-	-	-	1	1	-	-	2
Drugs	-	-	-	-	-	-	1	-	-	1
Contributing to Delinquency	-	-	-	-	-	-	1	-	-	1
Theft	-	-	-	-	-	-	-	1	-	1
Sex Change	-	-	-	-	1	-	-	-	-	1
TOTALS	8	14	6	13	7	9	8	14	1	80

UTAH PROFESSIONAL PRACTICES ADVISORY COMMISSION

PEER REVIEW

July, 1981

INTRODUCTION

The Utah Professional Practices Advisory Commission (UPPAC) was created by an act of the State Legislature in 1973. This act recognized teaching as a profession in Utah and established the Commission which is comprised of 11 members chosen from teachers or administrators. A major purpose of the Commission is to develop and enforce professional standards for the teaching profession. The Commission is also charged by law with developing standards of educational competence. The Standards of Professional Competence for Utah Educators were developed by the Commission.

DESCRIPTION OF PEER REVIEW

Concurrent with the Commission's responsibility to develop and enforce professional standards for the teaching profession, procedures have been developed and a cadre of trained peer reviewers are available for peer reviews. A peer review deals with questions of competence and bases all findings, conclusions, and/or suggestions for remediation on the Standards of Professional Competence for Utah Educators and state curriculum guides.

Peer review is based on the premise that every effort should be made to remediate an educator whose professional competence is in question. This is based on a commitment that a responsible profession cannot afford incompetent performance by its members. Neither school districts nor the profession at large can justify failing to provide remediation services to educators whose performance is marginal. The Commission, therefore, provides a peer review process which is available, upon request to any educator or employing agent.

There are a number of situations in which the Commission's peer review system might be helpful. For example, a school district, which has utilized available resources to assist an educator, may determine that a peer review would provide additional assistance to the educator. An educator, whose formal evaluation indicates some area(s) of incompetence may request a peer review to secure additional, objective evaluation of his/her competence and/or areas for possible remediation.

A remediation review is the type of peer review procedure offered by the Commission. The purpose of a remediation review is to assist an educator whose competence has been questioned in order to raise his/her performance to an adequate standard. This service may only be utilized when there is joint agreement between the local school district and the employee to use it.

PEER REVIEW PANEL

The peer review concept is based on the assumption that an educator whose training and experience parallels an educator to be reviewed, is often best able to be of professional assistance. The reviewer who shares a placement similar

to the educator he/she is reviewing is aware of the needs, requirements, and demands of the professional placement of the reviewee. For example, a high school math teacher who reviews another high school math teacher, or an elementary principal who reviews another elementary principal uses his/her professional expertise, training, and experience as a basis for describing and making suggestions for remediation.

The Commission's cadre of peer reviewers is made up of educators who have been recommended by their district administration, local or state education associations, subject matter specialist from the State Office of Education, or fellow educators as being masters in their professional areas. Each nominee is individually screened and interviewed by members of the UPPAC. Educators selected for training participate in a training workshop which lasts at least two full days. The training consists of:

- a. Methods of recording observations
- b. On-site classroom observation
- c. Written report on the classroom observation using the Standards of Professional Competence for Utah Educators and applicable state guides.

Upon satisfactory completion of the training, trainees are certified as professional reviewers and join the Commission's peer review panel. The procedures for developing a peer review panel, therefore, involve identifying educators who are respected in their professional assignment and training them in the art and skill of reviewing the performance of a fellow educator in a similar professional area.

PROCEDURES

A request for a remediation review is made on a form provided by the Commission stating the areas of alleged deficiencies. A review may be requested by any teacher, professional association, administrator, or employing agent. The form must be signed by the parties involved indicating that they have knowledge of the allegations.

Upon receiving a request for a remediation review, the Executive Secretary of the Commission will make a preliminary investigation visiting with the parties involved. The Executive Secretary will confirm that the school district has done everything within the limits of its resources to aid an educator to correct his/her deficient performance. If a request is made by an educator, it will be confirmed that the educator has sought all available assistance within the district prior to requesting a review.

Following this preliminary investigation, the Executive Secretary consults with the Authorizing Committee of the Commission (See Rules For Operational Procedure, Sec. II D) presenting an investigative report and recommendation concerning the review. The Authorizing Committee then authorizes or denies the review request and, if needed, appoints a reviewer. A reviewer will be assigned whose professional assignment and experience matches as nearly as possible the responsibilities and educational setting of the educator to be reviewed. The

Executive Secretary will contact the reviewer to ascertain that he/she has no prior knowledge or personal acquaintance with the reviewee.

The Executive Secretary will again meet with the educator to be reviewed and his/her immediate supervisor to discuss the purposes and procedures of the review, establish schedules for the review, check whether there are any objections to the assigned reviewer, and answer any questions regarding the forthcoming review. The educator to be reviewed must agree to cooperate in a program of remediation based upon the forthcoming recommendations of the review report. The school district must be willing to work with the educator to develop a program of remediation based on the review report.

On the day the review is to begin, the Executive Secretary or a member of the Commission, will accompany the reviewer to the school and make the appropriate introductions. One reviewer spends up to three days with the educator to be reviewed. During the visit, the reviewer observes and records the performance of the educator and collects relevant data.

At the completion of the visit, the reviewer writes a review report based on his/her professional expertise, the Standards of the Professional Competence for Utah Educators and the appropriate state curriculum guides. The Executive Secretary will provide the reviewer with technical assistance in preparing the report. The review report will include the record of observations, strengths and deficiencies in performance, pertinent data and conclusions including suggestions for remediation of any identified deficiencies.

The responsibility of the reviewer terminates upon delivery of the report to the Commission. A copy of the review report will be sent or delivered to both parties at interest. Responsibility for monitoring any remediation assistance rests with the school district and the educator involved.

COSTS

The cost of the peer review is a shared expense. The Commission pays the following costs:

- a. Selecting and training reviewers
- b. Assistance to the reviewers in the field

The school district in which a particular reviewer serves is expected to pay the following costs if they agree to participate in the review process:

- a. Necessary lodging and meals for the reviewer
- b. Travel for the reviewer
- c. Reimbursement to the reviewer's district for the cost of the reviewer's substitute.

FURTHER INFORMATION

Interested persons are urged to review the Utah Professional Practices Advisory Commission's publications.

Annual Reports of the Utah Professional Practices Advisory Commission

Standards of Ethical Conduct for Utah Educators

Standards of Professional Competence for Utah Educators

Rules of Procedure for Hearing Complaints

Also of interest are the Codes of Ethics of the National Education Association and the Utah Education Association.

Direct correspondence or inquiries to:

Executive Secretary
Utah Professional Practices Advisory Commission
250 East 500 South
Salt Lake City, Utah 84111

Telephone: (801) 533-5965

The procedures for a remediation review include:

1. A request for a review made on a form provided by the Commission states the areas of alleged deficiencies.
2. The form must be signed by the parties involved.
3. The Executive Secretary makes a preliminary investigation.
4. The Executive Secretary consults with the authorizing committee.
5. The authorizing committee authorizes or denies the review request and appoints a reviewer, if needed.
6. The Executive Secretary meets with the involved parties to discuss the forthcoming review.
7. The Executive Secretary accompanies the reviewer to the school.
8. The reviewer spends up to three days with the educator to be reviewed.
9. The reviewer writes a review report.
10. The Executive Secretary provides the reviewer with technical assistance in preparing the report.
11. The review report is submitted to the Commission.
12. The review report is sent or delivered to both parties at interest.

BOARD MEMBERS

DWIGHT LAWS, Pres.
Blanding

PRESTON NIELSON, Vice Pres.
Blanding

ROBERT BILLIE
Aneth

LISLE ADAMS
Monticello

WALTER ATENE
Ojeto

San Juan School District

Post Office Box 219
Monticello, Utah 84535

OFFICERS

MR. DONALD V. JACK
Superintendent

NANCY CAHOON
Clerk-Treasurer

February 16, 1982

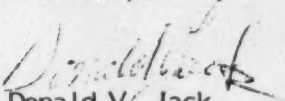
Dr. Vere McHenry, Coordinator
Staff Development Section
Utah State Office of Education
250 East Fifth South Street
Salt Lake City, Utah 84111

Dear Dr. McHenry:

During the month of January two reviewers from the Utah Professional Practices Advisory Commission conducted a Peer Review of one of our employees. I wish to express my appreciation to you and the Commission for the professional manner in which the reviewers completed this assignment. They were well-trained and extremely professional in all aspects of the review process.

The Professional Practices Advisory Commission is a valuable resource to us. We do have a few teachers not on probation that could be assisted in a process of improving certain teaching practices that are in question. We look forward to continued assistance in the future. A letter has been written to each of the reviewers expressing our thanks for their service.

Sincerely,


Donald V. Jack
Superintendent

DVJ:cc
The

TRAINED PEER REVIEWERS

The following are trained peer reviewers certified by the commission and available for peer review assignments.

<u>Name</u>	<u>District</u>	<u>Area of Specialty</u>
<u>ELEMENTARY</u>		
Beverly Adair	San Jaun	1
Enid Adams	South Sanpete	1-3
Helen Adkins	North Summit	3
Scott Bassett	Millard	4
Gerald Bates	San Juan	2
Louise Bearden	Granite	K-6
Lyle Gene Bennett	Washington	3-6
Judy Blair	Morgan	1
Larry Blanch	Weber	4-6
Vonda Bowles	Juab	2
Lynda Brown	Salt Lake City	2
Deanna Bryan	Tintic	5
Mary Carter	Davis	4-5
Florence Chandler	Granite	5
Mary Jo Chase	Grand	K
Dorothy Cox	South Sanpete	K-5
Norda Gardner	Davis	2-5
Suzanne Gettman	Cache	2
Ardella Green	Weber	4-6
Corinne Gregerson	Iron	3
Shelley Henroid	Salt Lake City	5-6
Grace Hiatt	Salt Lake City	K
Margaret Hopkin	Grand	4
Barbara Ing	Grand	3-6
Stanford Johns	Salt Lake City	6
Martin Johnson	Salt Lake City	5-6 and Physical Ed.
Julianne Latham	Murray	2-3
Vondella Madsen	North Sanpete	K-3
Nancy Marker	Salt Lake City	1
Mary Lou Melling	Iron	3
Marilyn Miller	Granite	2-3
Jean Moore	Iron	3, Special Education (1-2)
Velda Morrow	Davis	4
Linda Oda	Ogden	2, Title I, Reading Spec.
Kevin Porter	Iron	5-6
Phyllis Savage	Ogden	1
Marjean Smart	Salt Lake City	2-3
Ardis Soulier	Jordan	1-4
Elizabeth Stocks	Grand	1
Dix Sullivan	Salt Lake City	4
Jay David Tolman	Davis	6
Bette Lou Turner	Iron	5-6
Dorothy Webster	Salt Lake City	K
Rowe Zwahlen	Carbon	6

<u>Name</u>	<u>District</u>	<u>Area of Specialty</u>
<u>JUNIOR HIGH</u>		
Ann Applegate	Salt Lake City	Vocal Music
Kent Broadhead	Salt Lake City	Industrial Arts
Bob Dunn	Jordan	Industrial Arts
Jay Evans	Tintic	Ind.Arts, Voc.Ed. (Also Sr. High)
John Garrison	Salt Lake City	Health, Physical Ed.
Lloyd Hall	Salt Lake City	Industrial Arts
Obid Hamlin	Grand	Speech, Drama, Journalism
Chip Hayes	Weber	History, Geography
George Hicks	Jordan	Math
Lee Hill	Nebo	Industrial Arts
Betty Mikkelsen	Juab	Science
Cumora Miles	Davis	English (Language Arts, Journalism, and Creative Writing)
Paul Mortensen	Alpine	Vocal Music, Band
Karna Petuskey	Granite	Media
Douglas Tate	Salt Lake City	Earth Science, Health
Sandy Taylor	Iron	Physical Education
<u>SENIOR HIGH</u>		
Lawrence Bailey	San Juan	Physical Science, Biology
Donna Barton	Duchesne	English, Speech, Physical Ed.
Jack Barton	Duchense	Physical Ed., English, History, Adult Ed.
Phyllis Bestor	Alpine	English
VerNon Bingham	Box Elder	Spanish
Douglas Bonzo	Iron	English
Fred Brown	Davis	Physical Science
Loa Cheney	North Sanpete	English
Kenra Chidester	Piute	Home Economics
Ferris Clegg	Salt Lake City	Science
Frank Cline	Davis	Vocational Education
Darryl Colton	Ogden	Art
Roger Cushing	Davis	Art
Max Durrant	Granite	Art
Dennis Edmonds	Jordan	Speech, English, History
Anna Marie Eldredge	Weber	Spanish, French
Frances Foy	Grand	Media, English (7-12)
Sharon Giaquinto	Jordan	Counselor
Clark Greenhalgh	Juab	Biology
Zada Haws	Ogden	Adult Education
Vivian Holmes	Uintah	Sciences
J. Fay Jacobson	Millard	Chemistry, Physics
Dean Jensen	Murray	Biological Science, Health, Driver Ed.

NameDistrictArea of SpecialtySENIOR HIGH (Cont.)

Kathy Jensen	Box Elder	Home Economics, Occupations
Patricia Lyman	San Juan	English
Randy Merrill	Duchesne	Biology, Zoology, Botany
Vaun Mickelsen	South Sanpete	Geography, History, Economics
Paul Mitchell	Davis	History
Alice Nellestein	Granite	Science
Joyce Nelson	Provo	English, Reading
Paula Olsen	Logan	Social Studies
John Padjen	Salt Lake City	Social Studies
Donna Parker	Davis	English, Media
Carol Penney	Kane	Social Studies, Drama
Harold Peterson	Salt Lake City	Art
Vickie Peterson	Iron	English
Walter Prothero	Murray	Social Sciences
Hugh Rush	Salt Lake City	Language Arts, Alter. Program
Harold Grant Shirley	Iron	English
Phyllis Shores	Salt Lake City	Language Arts
Larry Silcox	Tooele	Social Studies
Mary Smith	Granite	Math
M. L. Smith	Jordan	Speech, Drama, Forensics
Janet Sparks	Carbon	English
Joel Sperry	Jordan	Math
Maxine Stephenson	Ogden	History, Social Studies
Nick Swain	Beaver	Social Studies
Rela Wadle	Salt Lake City	Counselor
George Welch	Jordan	Vocal Music
Nurman Wendel	Granite	Music
Loreta Whicker	San Juan	Social Studies
Thelma W. Whittaker	Piute	Social Studies, Humanities, Phys. Ed., Women's Sports
Jean Wollam	Jordan	English
Lynn T. Wood	Salt Lake City	German, E.S.L.

SPECIAL EDUCATION

David Adamson	Granite	Coordinator, Spec. Ed., (K-12)
Lozina Brooks	Ogden	Resource
Barbara Brunker	Murray	Resource
Donus Erickson	Ogden	Intellectually Handicapped
Sheldon R. Jackson	Garfield	Resource
Fae Picklesimer	Washington	Resource
Sondra Snow	Salt Lake City	Resource (Elementary)
Maridell Sutherland	Salt Lake City	Intellectually Handicapped
Tom Walker	Iron	Intellectually Handicapped
H. Dee Whittaker	Washington	Special Education

<u>Name</u>	<u>District</u>	<u>Area of Specialty</u>
<u>ADMINISTRATION</u>		
Robert Archuleta	Salt Lake City	Staff Development (K-12)
Joyce C. Barnes	Granite	Supervisory Staff
Scott W. Bean	South Sanpete	Superintendent
Edward Bonner	Salt Lake City	Elementary Principal
Lincoln Card	Provo	Elementary Principal
Gary Carlston	Logan	District Administrator
Alvin R. Carter	Ogden	High School Principal
Richard L. Carter	Ogden	Elementary Principal
Shauna Eccles	Ogden	Elementary Principal
Larry Esplin	Washington	Counselor
Almon Flake	Davis	High School Principal
Nancy Fleming	Davis	Junior High Vice-Principal
William L. Garner	Ogden	Superintendent
Lawrence Gonzales	Salt Lake City	Elementary Principal
James Gowans	Tooele	Educational Director
Sharon Griener	Jordan	Elementary Administrator
Varon Howell	Granite	Elementary Principal
Hal Jensen	San Juan	District Administrator
Keith Jex	Murray	Elementary Principal
Bennett Josie	Duchesne	Principal (K-12)
E. Milton Kenrick	Ogden	Junior High Principal
Maurine McDonald	Salt Lake City	Title I Administrator (K-6)
Rulon Nelson	Nebo	Administrator
Lee Pettey	Beaver	High School Principal
Boyd Pexton	Salt Lake City	District Administrator (K-12)
Huberta Randolph	Salt Lake City	District Administrator
L. Wayne Reid	Uintah	District Administrator
John E. Ulibarri	Ogden	Elementary Principal
D. Leon West	Cache	District Administrator